

## STATE ACTION FOR EDUCATION LEADERSHIP PROJECT

### **Proposed PROFESSIONAL DEVELOPMENT MODEL FOR SCHOOL LEADERS**

#### **Overview:**

Professional development for school leaders should be tied to the ISLLC Standards for School Leaders and based on on-going assessment of the needs of school leaders in Montana. Proposed legislative funding in the amount of \$150,000 for the biennium would support a Professional Development Center for School Leadership. This funding would be used to provide leadership for professional development opportunities and in-service training designed to build capacity among school leaders with a focus on instructional leadership to improve student achievement. School leaders include administrators, department heads who have leadership responsibilities, and teachers who are leading school improvement planning processes, curriculum teams and other decision-making teams or processes. The Center will serve as a central point for coordinating leadership development opportunities. This Center would likely be housed at the SAM office. Center staff would conduct needs assessments, design professional development opportunities in conjunction with the field, coordinate with existing professional development opportunities such as those offered by SAM, GATES or other grants, secure trainers, collect fees, and make on-site arrangements. Professional development courses would be fee supported by participants.

Delivery Models include:

#### **I. Continuous Professional Development**

Key descriptors:

- Regionally delivered at the five professional development centers across the State and by distance delivery
- Designed for leaders who want to deepen their skills in specific areas
- Designed to meet the needs of principals, superintendents, aspiring leaders and teacher leaders
- Have a clear and specific focus on leadership
- Encourage participation by teams of leaders from the same district

#### **II. In-depth Professional Development**

Key Descriptors:

- Multi-day retreats with follow-up sessions in an academy format
- Designed at times to minimize the disruption of school
- Career-staged, i.e. new principals, experienced principals, new superintendents, experienced superintendents, aspiring leaders, teacher leaders

#### **III. Mentoring, Networking and Coaching**

Key Descriptors:

- Mentoring programs of professional support for new principals and superintendents provided by experienced and highly qualified mentors utilizing virtual learning experiences to ensure access when appropriate.
- Networking opportunities formalized through the professional associations and made available to all new principals and superintendents with particular focus on women and minorities.
- Professional Coaching opportunities designed for experienced principals and superintendents utilizing both traditional and technological methods to ensure access.

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